ABOUT RESTLESS DEVELOPMENT

We know young people have the power to solve the challenges we face in our world, but they are being ignored and overlooked. We are the agency that works with young people so they can lead in solving those challenges. Whether that means supporting communities to end child marriage or prevent HIV, we work with young people to change their lives and the lives of people in their communities.

Our work is genuinely life-changing, but can’t do any of this without talented, creative individuals at every level of our organisation. It is an exciting time for a new Resource Mobilisation Manager for South Asia to join the agency as we launch our new global strategy with youth leadership, youth civil society and restoring power at the heart of it.

Restless Development works in India and Nepal in South Asia. Restless Development is registered in India as a public charitable Trust in the name of “Student Partnership Worldwide India Project Trust”. We partner with young people in the region so that they lead our work on various priorities. We directly work with and influence about 100,000 youth every year in the region. This is an exciting opportunity to be a part of a dynamic team at Restless Development India, which is undertaking innovative youth-led and focused programmes.

OUR APPROACH TO SAFEGUARDING

Restless Development considers the welfare and protection of children, young people and vulnerable adults to be an organisational imperative with primacy over the success of programmes or strategic objectives. We recognise that safeguarding is everyone’s responsibility and we expect all of our staff, volunteers and partners to ensure we protect the communities in which we operate from harm and abide by our Safeguarding Policy.

ABOUT THE ROLE

We are looking for our first Asia Regional Resource Mobilisation Manager. The role will be based in India, with responsibility for raising funding for Restless Development’s work in India and Nepal and the South Asia region. The Asia Regional Resourcing Manager will be a key member of the International Resourcing Team, led by the Head of Resource Mobilisation.

This is not your typical fundraising role. This is an opportunity for someone with experience in institutional fundraising with an interest in shaping how Restless Development can restore power to young leaders through fundraising and partnerships in line with the ambitions in our new Global Resourcing Strategy. This role would sit on the Resourcing Leadership Team - a team responsible for ensuring the performance of our Global Resourcing Strategy with representatives from each Hub.

We are looking for someone with a background in either trust & foundation, bilateral, multilateral or programme funding. The successful candidate will work with a network of Resource Mobilisation staff around the world to help us achieve the ambitious target and objectives in our Global Resourcing Strategy; raising £36 million for Restless Development’s work over the next 3 years, whilst also ensuring that more resources are channelled to youth civil For more information on Restless Development’s mission, values and work, please visit: www.restlessdevelopment.org.
society organisations and grassroots youth movements in the Global South so that they are able to drive change in their communities.

This role sits in our India Hub and could be based in either Delhi, Mumbai or Bangalore. There will be travel opportunities to our Nepal Hub and other international destinations.

**ABOUT THE ROLE**

<table>
<thead>
<tr>
<th>Job title</th>
<th>Resource Mobilisation Manager - Asia Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td>Delhi, Mumbai, Bangalore - India</td>
</tr>
<tr>
<td>Salary</td>
<td>Basic Annual Salary INR 1654003, Employer PF Contribution: 12% of basic salary and House Rent Allowance: 6% of basic salary</td>
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<tr>
<td></td>
<td>Mobile/Internet reimbursement, Health insurance for self &amp; dependents and gratuity benefits, etc. as per the policy of the organization.</td>
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<tr>
<td>Preferred start date</td>
<td>ASAP</td>
</tr>
<tr>
<td>Length of contract</td>
<td>2 years</td>
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<tr>
<td>Visa requirements</td>
<td>Must have the right to work in India</td>
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<tr>
<td>Reports to</td>
<td>Head of Resource Mobilisation (dotted line to India Hub Director).</td>
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<tr>
<td>Direct reports</td>
<td>None at this time</td>
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<tr>
<td>Expected travel</td>
<td>Expected national and regional travel, and possibly international travel</td>
</tr>
</tbody>
</table>

**KEY PRIORITIES**

1. **Prospecting and donor cultivation:**
   - Identify, prospect and cultivate funding leads; working closely with the India and Nepal Hub Directors and their teams.
   - Develop capacity statements and other fundraising resources which outline our expertise in India and Nepal to support donor cultivation
   - Provide high-quality relationship and grant management to existing donors.
   - Pitching and promoting our work externally.

2. **Development of high-quality concepts, offers and proposals to institutional donors:**
   - Lead on the development of concepts, offers and proposals which showcase the expertise of the India and Nepal hub and are co-created with young people and youth civil society organisations where possible.
   - Supporting on progressing priority global strategy leads and developing concepts and proposals as required

3. **Successfully implementing strategy:**
   - Lead on the successful delivery of Restless Development India and Nepal’s fundraising plan and objectives.
   - Working to achieve the ambitions, objectives and targets outlined in the Global Resourcing Strategy

4. **Reporting & Analysis of Programme Funding Performance:**
   - Ensure the global programme funding pipeline and reporting database is up to date
   - Provide quarterly reporting information and analysis for the Asia Region
   - Attend the Quarterly meetings which are a shared leadership space.

5. **Collaboration and coordination across the agency:**
   - Close working with the Programme Funding Manager (UK), Senior Partnerships Manager (USA) and other Resourcing Managers across the agency
   - Attend and co-chair monthly calls with Resourcing staff across the agency to promote a coordinated approach to programme funding across the agency as well as cross-team collaboration
   - Provide support to other Resourcing Managers as and where necessary.

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- Facilitate learning and sharing between the Asia region and other regions to support successful fundraising for the global agency.
- Training of India and Nepal based staff teams on relevant resource mobilisation topics.

6. Other:
- Due to the international nature of the role, the Asia Resourcing Manager will be required to work across multiple time zones. This may mean working evenings on occasion, in order to accommodate reasonable meeting times for the global team. This position may also occasionally be required to work over weekends. In return, we offer flexibility in working hours, and time off in lieu.
- Frequent regional travel and occasional international travel are foreseen as part of this role.

ABOUT YOU

We are looking for people with the right competencies and skills for the role, and who demonstrate the personal qualities consistent with our Values.

<table>
<thead>
<tr>
<th>Values</th>
<th>Behaviours</th>
<th>What we expect of the Resource Mobilisation Manager - Asia Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEART</td>
<td>Values-led</td>
<td>Embeds a values-led culture within their team; both recognising and rewarding behaviour which upholds the Restless Values and professionally challenging behaviours which do not.</td>
</tr>
<tr>
<td>HEAD</td>
<td>Innovation</td>
<td>Fosters a climate of innovation and continual improvement across their team. Considers external best-practice when adapting plans; acting positively and quickly to assess and resolve issues.</td>
</tr>
<tr>
<td>VOICE</td>
<td>Delivers Quality</td>
<td>Takes full accountability for performance and value-for-money within their team. Ensures team capacity to deliver quality against strategic priorities, and guides their team to develop solutions for anticipated problems.</td>
</tr>
<tr>
<td>HANDS</td>
<td>Decision Making</td>
<td>Takes full accountability for managing a budget and/or programme and/or incidents. Considers the organisational vision, Restless Values, external influences, and long term impact when making decisions. Supports more junior staff with difficult decisions.</td>
</tr>
<tr>
<td></td>
<td>Leadership</td>
<td>Plays a key role in strategy development. May manage a small team, taking accountability for team performance and creating a compelling leadership vision for their team. Inspires and supports others to take on a leadership role.</td>
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<tr>
<td></td>
<td>People Development</td>
<td>Drives their own personal development, committing to new challenges which build capacity for the organisation. Supports team members to fulfil their potential through effective performance management, mentoring and other opportunities for growth.</td>
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<td></td>
<td>Effective Communication</td>
<td>Builds consensus and commitment amongst staff and national partners, using effective communication to navigate difficult topics. Coaches others to communicate effectively.</td>
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<td></td>
<td>Collaboration</td>
<td>Utilities their internal and external relationships to enable others to expand their network; creating opportunities for others to broaden their awareness of other parts of the organisation and/or current issues. Cultivates national partnerships.</td>
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</table>

SKILLS AND EXPERIENCE

For more information on Restless Development’s mission, values and work, please visit: www.restlessdevelopment.org.
Experience in institutional fundraising (could be trust & foundation, bilateral, or multilateral funders) including

- A good understanding of the funding landscape in South Asia; particularly in India and Nepal
- A demonstrable track record of developing winning concepts and proposals to institutional donors
- Excellent relationship management skills with both funders and partners
- An understanding of youth-led development, SRHR, livelihoods, advocacy, securing funding for grassroots civil society organisations, or other areas that Restless Development works on.
- Excellent written and spoken communication skills in English

Restless Development is an Equal Opportunities employer and welcomes applications from all sectors of the community. Restless Development will ensure that no applicant or staff member receives less favourable treatment on the grounds of gender, sexual orientation, marital status, social status, caste, race, ethnic origin, religious belief, age, HIV status, disability, or any other factor that cannot be shown to be relevant to performance.

**WHAT WE DO FOR YOU**

**Remuneration**
We are proud to commit to a transparent global salary scale, ensuring a fair and comparable system of pay across all global locations. In addition to salary, we provide employee provident fund contributions of 12% of basic salary, 6% of house rent allowance for a Manager, communication reimbursement as per our policies and also the gratuity benefits as per the Govt. of India rules.

**Values and Culture**
At Restless Development, we’re proud that the strength and integrity of our Values has been recognised by staff, beneficiaries, donors and others who we work with. Beyond this, we have a culture of recognising and celebrating both our Values and our global achievements with monthly Values Champions and an annual Values Day.

**Work-life Balance**
It goes without saying that we work hard at Restless Development. We also recognise the importance of helping staff to maintain a positive work-life balance by offering:

- 24 days annual leave (in addition to public holidays and with an extra day of annual leave given for each full year of service, up to a maximum of 28 days).
- Birthday Leave
- Access to flexible working.
- Generous study leave, maternity, paternity or adoption leave, and other leave allowances.

**Professional Development**
Restless Development is proud to be an employer that recognises potential and invests in the development of its staff. We are committed to the professional development of our staff through

- Empowering opportunities to work on significant projects which stretch and inspire staff – allowing them to develop on the job.
- Regular performance management.
- Training and development opportunities, including supporting our staff to identify mentors both within and outside of the agency.
- Quarterly Staff Workshops for all staff to give and receive agency updates, receive training, and socialise.

**Travel and Medical Insurance**
For more information on Restless Development’s mission, values and work, please visit:
[www.restlessdevelopment.org](http://www.restlessdevelopment.org)
We provide group medical and accidental policy for staff and their dependents. When travelling abroad with work, all staff will be covered by Restless Development’s travel insurance.

**KEY DATES**

- Please send a completed application form to jobs@restlessdevelopment.org by **Sunday 13th March**. Please note that we do not accept CVs, resumes or covering letters.
- First-round interviews are scheduled to take place **Monday 21st / Tuesday 22nd March**.
- Final round interviews are scheduled to take place **Wednesday 30th March**.

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